

By Mr. Daly of Boston, petition of Theodore Chase and Michael J. Daly relative to the powers and duties of the Board of Regional Community Colleges. Education.

**The Commonwealth of Massachusetts**

In the Year One Thousand Nine Hundred and Seventy-Four.

AN ACT RELATIVE TO THE POWERS AND DUTIES TO THE BOARD OF REGIONAL COMMUNITY COLLEGES.

*Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:*

1 Chapter 15 of the General Laws is hereby amended by  
2 striking out section 35 and inserting in place thereof the  
3 following new section: —

4 *Section 35.* As used in this section the following words shall  
5 have the following meanings, unless the context otherwise re-  
6 quires:

7 “Professional staff”, all officers of regional community col-  
8 leges, and all persons, except those whose duties are clerical,  
9 custodial, security, labor, maintenance and the like, employed  
10 for teaching, research, administration, extension, enforcement,  
11 control laws and regulatory services, technical and specialized  
12 academic support staff, and such related activities as shall be  
13 determined by the board.

14 “Non-professional staff”, all employees who are not classi-  
15 fied as professional personnel, such as clerical, custodial, secur-  
16 ity, labor, maintenance and the like.

17 “General salary schedule”, the pay plan of the common-  
18 wealth as contained in paragraph (1) of section forty-six of  
19 chapter thirty.

20 The board shall elect a chief administrative officer, who shall  
21 be known as the president of the Massachusetts regional com-  
22 munity colleges, and also elect the president of each individual  
23 community college and such other officers and members of the

24 professional staff of the regional community college system as  
25 it may determine necessary and shall fix the classification, title  
26 and salary range of each member of the professional staff  
27 within the general salary schedule, except that any such salary  
28 may be fixed at any amount not less than the minimum salary  
29 nor more than the maximum salary shown in said schedule;  
30 provided, however, that the board may fix the salary and salary  
31 range for the president of the Massachusetts regional com-  
32 munity colleges and the president of each individual commu-  
33 nity college and other officers and members of the professional  
34 staff of the regional community college system not exceeding  
35 in number one per centum of the total number of such other  
36 officers and members of the professional staff taken together in  
37 the regional community college system, without reference to  
38 the general salary schedule; and provided further, that no such  
39 salary shall be fixed for any such member classed within the  
40 one per centum unless he holds a position equivalent to or  
41 higher than the rank of professor. The board shall define the  
42 duties and tenure of the president of the Massachusetts regional  
43 community colleges and the president of each individual com-  
44 munity college and other officers and members of the profes-  
45 sional staff of the regional community college system without  
46 limitation of any other provision of law. The employees of the  
47 regional community colleges shall not be subject to chapter  
48 thirty-one.

49 The board shall have complete authority with respect to the  
50 election or appointment of the professional staff including  
51 terms, conditions and periods of employment, compensation,  
52 promotion, classification and reclassification, transfer, demotion  
53 and dismissal within funds available by appropriation of the  
54 general court or from other sources. The classification, title,  
55 salary range within the general salary schedule, except that any  
56 such salary may be fixed at any amount not less than the  
57 minimum salary nor more than the maximum salary shown in  
58 said schedule, and descriptive job specifications for each posi-  
59 tion shall be determined by the board for each member of the  
60 professional staff and copies thereof shall be placed on file  
61 with the governor, budget commissioner, director of personnel  
62 and standardization, and the joint committee on ways and

63 means. A notification of each personnel action taken shall be  
64 filed by the president or other officer of the college designated  
65 by him with the director of personnel and standardization and  
66 with the comptroller. In establishing the classification, title and  
67 salary plan for the professional staff of the colleges, the board  
68 shall give recognition to the need to establish and maintain  
69 appropriate academic ranks and titles as may be appropriate for  
70 higher education in order to provide for outstanding scholars,  
71 scientists and teachers.

72 The president of each regional community college or an  
73 officer of the college designated by him shall file annually with  
74 the governor, the budget commissioner and the joint committee  
75 on ways and means a list of all positions at such college,  
76 including the names of the incumbent, the classification and  
77 title, and the rate of pay.

78 The board may, without prior approval and within limits of  
79 appropriations, engage designers, lecturers, students, other pro-  
80 fessional personnel, and non-employee services, at such rates  
81 and for such periods of time as it may determine necessary for  
82 the operation of the colleges.

83 The non-professional personnel of the colleges shall continue  
84 as state employees under the provisions of chapter thirty and,  
85 except as otherwise provided in this paragraph, shall be em-  
86 ployed in authorized permanent positions in accordance with  
87 the provisions of section forty-five of said chapter; provided,  
88 however, that the board shall have the authority without prior  
89 approval to establish and fill temporary, part time and seasonal  
90 positions within existing titles and rates within available appro-  
91 priations for the fiscal year. A notice of action taken in filling  
92 all such positions shall be filed with the director of personnel  
93 and standardization and with the comptroller.

94 All officers and employees, professional and non-profes-  
95 sional, of regional community colleges shall continue to be  
96 employees of the commonwealth irrespective of the source of  
97 funds from which their salaries or wages are paid. They shall  
98 have the same privileges and benefits of other employees of the  
99 commonwealth such as retirement benefits, group insurance,  
100 industrial accident coverage, and other coverage enjoyed by all  
101 employees of the commonwealth.

